



Become a Firefighter

Firefighting is a very strenuous and demanding career, physically, mentally and emotionally. Firefighters must be skilled and prepared to respond to a wide variety of emergencies like structural and wildland fires, hazardous materials spills, canyon rescues, traffic collisions, life threatening medical emergencies, and more. Outside of the emergency environment, Firefighters are constantly engaged in public education, daily equipment and station maintenance, training, inspections and various other non-emergency activities. This webpage is designed to give individuals interested in pursuing a Firefighting career some direction and information on general job requirements.

Education

High School Diploma or G.E.D. - (required)

Community College Programs:

- EMT (Emergency Medical Technician) - (required) typically a semester course
- Paramedic Accreditation - (desirable) minimum of six months to one year of EMT experience required, typically a one year full time program (part-time programs available as well)
- Fire Science Courses - (desirable) Associates Degree
- Basic Fire Academy - (required by many Fire Departments, desirable in Rancho Cucamonga) Check individual colleges for pre-requisites

Participating Colleges and programs in the area:

- [Chaffey College](#)
- [Crafton Hills College](#)
- [Mt. SAC College](#)
- [Victor Valley College](#)
- [Baldy View ROP](#)

Bachelors Degree (desirable, especially for career advancement)- Fire Service Administration, Public Administration, Emergency Medical Management, Human Resources Management, or other related degree areas.

Skills

Bilingual - (desirable) especially Spanish, Chinese, Japanese, etc. based on individual community demographics

Physical Fitness

Physical fitness is an important part of a Firefighter's ability to perform critical job tasks in a safe and efficient manner. Individuals seeking a Fire Service career must have and maintain a regular physical fitness program that involves cardiovascular and strength training. The previously listed Community Colleges may have physical fitness courses to help guide you in your fitness goals and practices.

Standardized Tests utilized by several Fire Departments**:

- CPAT (Candidate Physical Ability Test)- [California Firefighter Joint Apprenticeship Committee](#)
- Consolidated Physical Ability Test (aka- Biddle Physical Ability Test) -
[Mt. SAC](#)
[Rio Hondo Community College](#)

**Research individual Fire Department application requirements. Pay special attention to the physical agility test requirements and timeframes for certification.

Work Experience

- Fire Service - U.S. Forest Service, CalFire, Volunteer, Reserve or Paid-Call Programs, Prevention
 - Emergency Medical Services - Ambulance EMT and/or Paramedic; Emergency Room Technician
 - Trade experience - Construction; trades involving use of tool, heavy equipment, and automobile service/repair
 - Service jobs - Working with people/customer service; supervision; project management
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Community Involvement (Volunteer Work)

- Fire department - RCFD [Fire Corps](#) Volunteers (age 18+) as well as [Explorer Program](#) (ages 16-21)
 - Boy or Girl Scouts
 - Hospitals
 - Schools
 - Senior Programs
 - Churches
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When applying for a Firefighting position, it is important to:

- Make wise decisions for your future. Extensive background checks are part of the hiring process, including the DMV inquiries (looking for a good driving record) and the Department of Justice (DOJ).
- Visit Fire Stations— Be prepared with basic knowledge of the community and individual fire department (utilize internet for information) and dress in a professional manner. Have pertinent questions prepared and bring a notepad and pencil to take notes.
- Develop a resume to include your education, work experience and community involvement.
- Practice your interview skills (set up “mock interviews” with family/friends/fire station; utilize community groups like “Toastmasters” to improve public speaking ability; tape record yourself or sit in front of a mirror).
- Start your education and physical fitness training now!

Many public safety organizations have strict grooming standards or guidelines, which often include references to body art. View [Rancho Cucamonga Fire District's grooming guidelines](#) that pertain to all uniformed personnel.

For current job opportunities, [CLICK HERE](#).



Rancho Cucamonga Fire Protection District

FIREFIGHTER

For job openings, visit www.CityofRC.us/rcjobs

WHY JOIN #TEAMRC:

An unwavering commitment and passion to serve others drives this organization, mobilized by a culture of self-discipline that embraces humility and fosters organizational health. The RCFD stands proudly united, "*making a difference because we care.*"

Our driving staff force, known as Team RC, embodies a culture of innovation and collaboration. We believe that our employees are the best representation of our values, striving to be on the cutting edge of diversity, inclusion, and technology. When you join Team RC, whether you're front-and-center or behind-the-scenes, you can be confident that your work makes a distinct impact in the diverse community you serve. Our enthusiasm for public service and commitment to continuous learning

helps Team RC focus on what really matters service and people.

ARE YOU QUALIFIED:

The ideal candidate will be highly motivated, looking for continual professional growth and capable of embracing innovative practices. He or she will have a strong commitment to excellent customer service and will be passionate about providing the highest level of service to the community we serve. This individual will thrive under pressure and can think critically to solve problems. The ideal candidate will be dedicated and self-disciplined in assuring that the Fire District's operational standards are maintained, and values are upheld.

The ideal candidate will embody the core values of the fire district: *Integrity, Innovation, Tradition, Professionalism, People, and Stewardship.*

MINIMUM QUALIFICATIONS

- Must be at least 18 years of age at time of employment
- Possess a minimum of a high school diploma or a GED certificate
- Satisfactory driving record and possession of, or ability to obtain, an appropriate California driver's license
- EMT and/or Paramedic Certification in the State of California*
- CPR certification from the American Heart Association or equivalent (Healthcare Provider Level)
- Successful completion of the Candidate Physical Ability Test (CPAT) or Biddle Physical Ability Test within twelve months of application filing date
- Successful completion of the FCTC Firefighter Entry-Level Written Examination** within 24 months of application filing date. **Minimum passing written exam score is 70%.**

** National Registry EMT and/or Paramedic will be accepted at time of application filing period in lieu of EMT or Paramedic Certification in the State of California; however, State of CA Certification must be obtained prior to employment.*

For candidates recently completing Paramedic or EMT training, or whom have not received their new/updated license/certification, submittal of verification of successful completion will be required for initial application. Submittal of required licensure/certification will be required to be eligible for interviews in August. Contact Human Resources to confirm eligibility.

***All candidates will be verified for eligible hiring status by their placement on the FCTC State Eligibility List provided to the District directly following the final application deadline and/or verification of all submitted documentation.*

Desirable Qualifications:

Completion of a State Certified Firefighter I, Fire Academy, or any combination of training and experience that provides the desired knowledge, skills and abilities.

Knowledge, Skills, and Abilities:

Knowledge of basic fire prevention and suppression techniques and practices; ability to learn and apply firefighting principles and techniques; think and act quickly and effectively in emergency situations; understand and apply mechanical and physical principles related to fire suppression; learn and apply fire code provisions and arson/fire investigation techniques; follow directions and orders of superiors quickly in emergency situations; work effectively and cooperatively with others; understand and follow verbal and written directions.

WHERE DO YOU GO FROM HERE?

APPLICATION PROCESS

All applicants are required to apply online at www.cityofrc.us/rcjobs.

SELECTION PROCESS:

Candidates will be required to complete and email a **2-minute (max) video** response to an exam question provided at the time of opening to careers@cityofrc.us. Written responses may be accepted in lieu of video for special circumstances.

PHASE I: Management Evaluation of Applications

PHASE II: Oral Interview for Selected, Qualified Candidates

Phase III: Fire Management Interviews

Candidates will be scored on each phase of the application process and the top-ranking candidates of each phase that best meet the needs of the Rancho Cucamonga Fire Protection District will be invited to continue to the next step of the recruitment process.

Note: Prior to starting the application process, applicants must have the following materials prepared in advance to completing the online application:

1. Resume in Microsoft Word format (copy and paste the text into the online application when prompted)
2. The following documents uploaded to your online application under the "Attachments" section:

- Copy of high school diploma or GED certificate
- Copy of EMT and/or Paramedic Certification in the State of California
- Copy of CPR certification from the American Heart Association or equivalent (Health Care Provider)
- Proof of successfully passing the CPAT (Candidate Physical Abilities Test) or Biddle Physical Ability Test current within twelve months of application filing date
- Resume

3. Video response to Exam Question sent to careers@cityofrc.us.

The materials listed above must be submitted with the online application in order to be considered for employment. **Failure to comply with the above process and appropriate requirements will result in rejection of your application.**

TEST INFORMATION

All candidates will be required to successfully complete one of the following approved Physical Ability Tests and the FCTC Written Examination prior to application. The Physical Ability Test must be completed within 12 months of application filing date. The Written Examination will be accepted if completed within 24 months of application filing date.

Note: all tests are subject to a testing fee. For the written examination, candidates will be required to submit an online application with FCTC to include registration, documentation, and payment. ***For candidates who complete all testing through FCTC, verification of Physical Ability and Written testing will be confirmed through placement on the CA State Eligibility List. Candidates completing the Biddle will need to submit proof of successful completion.***

CPAT Physical Ability Test

The CPAT is available from either the Northern or Southern California testing centers through FCTC in coordination with Cal-JAC. <https://www.fctconline.org/>

BIDDLE Physical Ability Test

Locations and Websites

Mt. San Antonio College - <https://www.mtsac.edu/firetech/>

Rio Honda College - <http://leo.riohondo.edu/firetech/biddle.htm>

Santa Ana College - <http://www.sac.edu/AcademicProgs/HST/FireTech/Pages/Physical-AbilityTest.aspx>

Victor Valley Community College - http://www.vvc.edu/academic/fire_technology/

FCTC Written Examination

Check the FCTC website for written examination dates and locations:

<https://www.fctconline.org/written-testing/>

APPLICATION INFO

Applications must be complete and demonstrate that the minimum qualifications are met. All statements made on the application are subject to investigation and verification. Resumes will not be accepted in lieu of an official application form. Applications will be screened and the most qualified candidates who best match the needs of the District will be invited to compete further in the examination process. Candidates who meet the minimum qualifications will remain candidates until a final offer is accepted by the candidate who most closely meets the requirements of the District. The District may conclude that none of the candidates, even those who meet the minimum qualifications, are appropriate for the position.

Successful candidates shall be required to complete all the following:

- Complete a verification form designated by Immigration and Naturalization Service to certify that they are eligible for employment in the United States of America.
- Pass a pre-employment medical exam, including drug/alcohol screening.
- Provide proof of a valid driver's license and be insurable.
- Pass a reference and background verification. References will not be contacted until a mutual interest has been established.
- Successful completion of a psychological examination administered through the District's contract provider.
- Successful completion of an 18-month probationary period upon hire.

The City of Rancho Cucamonga Participates in E-Verify. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. In accordance, the City will provide the Social Security Administration and, if necessary, the Department of Homeland Security, with information from each new employee's Form I-9 to confirm work authorization. For additional information regarding E-Verify, the Federal Government's online employment eligibility verification system, please visit <https://www.uscis.gov/>.

Disclaimers

The City of Rancho Cucamonga Fire Protection District is an Equal Opportunity, Affirmative Action Employer. In addition, the City of Rancho Cucamonga Fire Protection District abides by a nepotism policy which may preclude you from being hired if the District employs a relative. The City of Rancho Cucamonga Fire Protection District makes reasonable accommodations for disabled persons, considering each situation on an individual basis. Please make direct requests for accommodation to Human Resources. There is a no smoking policy in effect in all City/District Offices and vehicles. Finally, please note that the provisions of this bulletin do not constitute a contract expressed or implied and any provisions contained in this bulletin may be modified or revoked without notice. Questions regarding this recruitment may be directed to Human Resources at (909) 477-2700. Applicants may visit the City's official website at www.cityofrc.us for more information.